

(Translation)

Q. 12  
CB551  
(23.5.2018)

### Employment of academic staff by post-secondary institutions

Hon IP Kin-yuen (Written Reply)

Regarding the employment of academic staff by three types of institutions, namely universities funded by the University Grants Committee (“UGC”), departments of self-financing programmes under UGC-funded universities and self-financing post-secondary institutions, will the Government inform this Council:

- (1) whether it knows the number and percentage of part-time academic staff among the academic staff employed by each type of the institutions in each of the past five academic years, as well as a breakdown of such number and percentage of part-time academic staff by their duties (i.e. (i) research and teaching, (ii) research duty only and (iii) teaching duty only); set out in a table the aforesaid figures by name of institution and rank of staff;

Hang Seng Management College (HSMC) reply:

	2018-03-31		2017-03-31		2016-03-31		2015-03-31		2014-03-31	
	No.	%	No.	%	No.	%	No.	%	No.	%
Total academic staff	243	100.00%	238	100.00%	239	100.00%	205	100.00%	194	100.00%
Full-time headcount	188	77.37%	183	76.89%	182	76.15%	141	68.78%	135	69.59%
Part-time headcount	55	22.63%	55	23.11%	57	23.85%	64	31.22%	59	30.41%
-- Resesarch and teaching	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
-- Research duty only	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
--Teaching duty only	55	100.00%	55	100.00%	57	100.00%	64	100.00%	59	100.00%

- (2) whether it knows a breakdown by employment mode (i.e. temporary contracts, fixed-term contracts of three years or less, long-term employment contracts and employment on tenure) of the number and percentage of academic staff

employed by each type of the institutions in each of the past five academic years, as well as a breakdown of the number and percentage of the staff employed under each employment mode by their duties (i.e. (i) research and teaching, (ii) research duty only and (iii) teaching duty only); set out in a table the aforesaid figures by name of institution and rank of staff;

HSMC reply:

	2018-03-31		2017-03-31		2016-03-31		2015-03-31		2014-03-31	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Continuous appointment*</b>										
Full-time academic staff (research and teaching)	20	10.64%	15	8.20%	3	1.65%	3	2.13%	3	2.22%
full-time academic staff (research)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Full-time academic staff (teaching)	21	11.17%	21	11.48%	21	11.54%	21	14.89%	23	17.04%
<b>Continuous appointment Sub-Total</b>	<b>41</b>	<b>21.81%</b>	<b>36</b>	<b>19.67%</b>	<b>24</b>	<b>13.19%</b>	<b>24</b>	<b>17.02%</b>	<b>26</b>	<b>19.26%</b>
<b>Long-term employment contract terms</b>										
Full-time academic staff (research and teaching)	86	45.74%	91	49.73%	99	54.40%	69	48.94%	61	45.19%
full-time academic staff (research)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Full-time academic staff (teaching)	61	32.45%	56	30.60%	59	32.42%	48	34.04%	48	35.56%
<b>Long-term employment contract Terms Sub-Total</b>	<b>147</b>	<b>78.19%</b>	<b>147</b>	<b>80.33%</b>	<b>158</b>	<b>86.81%</b>	<b>117</b>	<b>82.98%</b>	<b>109</b>	<b>80.74%</b>
<b>Total</b>	<b>188</b>	<b>--</b>	<b>183</b>	<b>--</b>	<b>182</b>	<b>--</b>	<b>141</b>	<b>--</b>	<b>135</b>	<b>--</b>

\*continuous appointment is an open-ended appointment.

- (3) whether it knows the respective mechanisms adopted by each type of the institutions under which the academic staff on fixed-term contracts may be promoted to become/converted to staff on long-term employment contracts and employment on tenure, and set out the details by name of institution;

HSMC reply:

All staff members are on long-term employment contracts and they are eligible to apply for conversion to continuous appointment if they meet the following criteria:

- a) Has been promoted to the Associate Professor rank or already at the Associate Professor rank or above;

- b) Has served a minimum two consecutive years of service at HSMC (normally 4 to 6 years); and
  - c) Has demonstrated an overall performance average score for the past two years at a minimum of 7 or above (normally 8), out of 10.
- (4) whether it knows the respective numbers of academic staff on (i) fixed-term contracts and (ii) long-term employment contracts of each type of the institutions who were promoted to become staff on tenure employment in each of the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

HSMC reply:

In the past years, the number of full-time academic staff being offered on continuous appointment are as follows:

	2018-03-31	2017-03-31	2016-03-31	2015-03-31	2014-03-31
Chair Professor / Professor	0	1	0	0	0
Associate Professor	6	11			
Assistant Professor	0	0			
Senior Lecturer					
Lecturer					
Total	6	12	0	0	0

- (5) whether it knows the number of academic staff of each type of the institutions who departed in each of the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

HSMC reply:

	2017/2018	2016/2017	2015/2016	2014/2015	2013/2014
Chair Professor / Professor			1	1	2
Associate Professor					
Assistant Professor	1	9		8	2
Senior Lecturer		1	1	1	2
Lecturer	1	5	4	7	3
Total	2	15	6	17	9

- (6) whether it knows if each type of the institutions have established their salary scales for academic staff, as well as the median and average monthly salary of academic staff of each type of the institutions in the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

HSMC reply:

The College keeps this information confidential.

- (7) whether it knows, among the academic staff currently employed by each type of the institutions, the median and average monthly salary and fringe benefits of those staff who have served in their respective positions on various ranks (i.e. Chair Professor, Professor, Associate Professor, Assistant Professor, Principal Lecturer/Instructor, Senior Lecturer/Instructor, Lecturer/Instructor I and Lecturer/Instructor II) for five years or more, with a tabulated breakdown of the figures and information by name of institution and rank of staff;

HSMC reply:

The College keeps this information confidential.

- (8) whether it knows, among the academic staff employed by each type of the institutions in the past five academic years, the number and percentage of those for whom the institutions provided quarters or housing allowances, with a tabulated breakdown by name of institution and rank of staff;

HSMC reply:

The College only provides staff quarters for academic staff and managerial rank or above staff and does not provide housing allowance. Eligible staff members may submit applications and the allocation is based on the priority point system. In the past years, the number of staff members allocated for staff quarters is as follows:

	2018-03-31		2017-03-31		2016-03-31		2015-03-31		2014-03-31	
	No.	%	No.	%	No.	%	No.	%	No.	%
Professor	1	9.09%	0	0.00%	0	0.00%	1	10.00%	1	11.11%
Associate Professor	1	9.09%	0	0.00%	2	25.00%	2	20.00%	2	22.22%
Assistant Professor	6	54.55%	6	75.00%	3	37.50%	3	30.00%	3	33.33%
Senior Lecturer	2	18.18%	1	12.50%	1	12.50%	1	10.00%	1	11.11%
Lecturer	1	9.09%	1	12.50%	2	25.00%	3	30.00%	2	22.22%
<b>Total</b>	<b>11</b>	<b>100.00%</b>	<b>8</b>	<b>100.00%</b>	<b>8</b>	<b>100.00%</b>	<b>10</b>	<b>100.00%</b>	<b>9</b>	<b>100.00%</b>

- (9) whether it knows if the academic staff of each type of the institutions may, when they are not offered contract renewal, lodge a complaint through any mechanism other than the internal mechanism of the institution concerned; if they may, of the details; and

HSMC reply:

A staff may lodge an appeal to the Chairman of the College Council, via the President, with justifications provided, within two weeks from the date he/she is informed of the result.